

Personnel

## AFSOC COMMANDO LOOK PROGRAM

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This instruction implements AFPD 36-22, *Military Training*. The Commando Look Program screens volunteers interested in becoming aircrew members in select special operations aircraft. This instruction outlines guidance, establishes policy, defines responsibilities, and prescribes procedures for conducting the program and applies to operational units of AFSOC. Send comments and suggested improvements on AF Form 847, Recommendation for Change of Publication, through channels, to HQ AFSOC/DOTP, 100 Bartley Street, Suite 160W, Hurlburt Field, FL 32544 - 5273.

1. **Policy.** The special operations community has historically been composed of highly skilled, highly motivated volunteer forces. Current Air Force structure and personnel policy prohibits adherence to an "all volunteer" special operations force. The Commando Look Program was instituted to help provide a higher selection standard for specific key aircrew career fields.

1.1. Commando Look allows Air Force Special Operations Command to screen aircrew candidates based on their potential to perform the special operations mission.

1.2. A major goal of the Commando Look Program is to provide motivated students in the training pipeline by introducing candidates to AFSOC and the special operations mission and lifestyle. After completing Commando Look, candidates may elect to terminate their volunteer status.

2. **Applicability and Waivers.** This instruction applies to all candidates who apply for aircrew positions on AFSOC aircraft designated for Commando Look screening and on participants in the Commando Look process.

2.1. The HQ AFSOC/DO determines the specific aircraft and associated aircrew positions requiring screening.

2.2. Waiver authority for this instruction and for waivers to portions of the program is HQ AFSOC/DOT. Submit waiver requests to HQ AFSOC/DOTP.

3. **Commando Look Program Events.** Commando Look is composed of two parts: an introduction to the command and mission, and a series of screening events. Candidates are subjectively evaluated for attitude, military bearing, and punctuality during all events, including the introduction portions.

3.1. Introductory Events:

3.1.1. History of Special Operations Briefing. This briefing, conducted by HQ AFSOC/HO, covers modern special operations forces history from their inception (WWII) to today.

3.1.2. AFSOC Command Briefing. HQ AFSOC/DSR provides briefing materials to designated HQ AFSOC/DO briefers who brief candidates on AFSOC's command structure, assigned units and weapon systems, and current operations.

3.1.3. Formal School Training Expectations Briefing. The formal training unit briefs candidates on school operations, including a brief orientation to any applicable syllabus of instruction.

3.1.4. Airframe Capabilities Briefing. Candidates receive a briefing on applicable airframe current capabilities and planned modifications. The briefing includes a static display of the airframe.

3.1.5. Aircraft Flight. The flight is usually the most important factor in the candidate's decision to remain a volunteer. If the candidate's first scheduled flight cancels, it will be rescheduled (operational mission constraints permitting) unless rescheduling unduly impacts the remainder of the candidate's schedule.

### 3.2. Screening and Evaluation Events:

3.2.1. Review of Candidate's Application Package. This review is accomplished prior to the candidate reporting for the Commando Look Program. The application package includes a special duty application memorandum, copies of the candidate's last 5 EPRs, proof of the candidate's Class III Flight Physical (AF Form 1042), and duty history printout (from DP3).

3.2.2. Physical Fitness Tests. The physical fitness test compares the candidate's current fitness status against the AFSOC standard of being able to perform 40 push-ups, 9 pull-ups, and a 3-mile run in 27 minutes. Failure to meet these standards does not automatically disqualify the candidate. Physical fitness results are subjectively evaluated by the selection board.

3.2.3. Swim Test. Helicopter candidates complete a swim test. The swim test duplicates the current test given by the US Navy prior to conducting under water egress training (SV-84).

NOTE: The swim test, like the physical fitness test, is not a pass-fail event. However, all helicopter candidates selected for training by the Commando Look Selection Board will need to pass SV-84 (including the US Navy swim test) prior to starting training. Failure to pass SV-84 will disqualify the candidate for training.

3.2.4. Psychological Profile Testing. The psychological evaluation includes a series of written tests and an interview with a psychologist. The psychologist presents the results of this evaluation to the selection board to give insight into the candidate's potential learning ability and stress management capabilities. Candidates must sign a release allowing the psychologist to brief testing and interview results to the selection board. Failure to sign this release will result in nonselection.

3.2.5. Operational Squadron Interviews. Operational squadron command representatives, possessing aircraft associated with the candidates' desired crew positions, interview each candidate.

3.2.6. Meet the Commando Look Selection Board. Selection board procedures are described in paragraph 5.

## 4. Responsibilities:

4.1. HQ AFSOC/DO determines the crew positions requiring screening. This authority may be delegated to HQ AFSOC/DOT.

4.2. HQ AFSOC/DOTP executes the Commando Look Program. As a minimum, HQ AFSOC/DOTP:

4.2.1. Selects dates for Commando Look classes and sets individual class schedules.

4.2.1.1. Coordinates with participating squadrons to schedule briefings, flights, aircraft static displays, interviews, aircrew counterparts, and the selection board.

4.2.1.2. Coordinates for psychological testing support.

4.2.1.3. Ensures candidates receive schedules and schedule changes in a timely manner.

4.2.1.4. Schedules classrooms/briefing rooms as required.

4.2.2. Coordinates with candidates, including processing of fund cite information for TDY orders when applicable.

4.2.3. Processes candidate packages. Route candidate application packages through HQ AFSOC/DP and HQ AFSOC/DOV (aircrew functional managers).

4.2.4. Coordinates with Financial Management for fund cite and budget requirements.

4.2.5. Provides a recorder for the Commando Look Selection Board.

4.2.5.1. Maintain selection board results for a minimum of 3 years.

4.2.5.2. Report names of selected candidates to HQ AFSOC/DP and HQ AFSOC/DOV (aircrew functional managers) for inclusion in the training pipeline.

4.2.6. Coordinates efforts to recruit candidates for the Commando Look Program.

4.3. HQ AFSOC/DP and HQ AFSOC/DOV (aircrew functional managers) will:

4.3.1. Review candidate application packages for applicability to the desired special operations career field.

4.3.2. Schedule board selected candidates for formal training and coordinate assignment actions with HQ AFPC assignment OPR.

4.4. The 16 SOW will provide Commando Look with psychological evaluation support, aircraft capabilities briefings, candidate orientation flights, and aircrew counterparts.

4.4.1. The 16 OSS/OSM provides psychological testing support and coordinates for augmentation as required. The 16 OSS/OSM will:

4.4.1.1. Administer and score candidate psychological evaluations, including psychologist interviews.

4.4.1.2. Present candidate psychological profile data to the selection board.

4.4.2. Participating 16 SOW operational squadrons will:

4.4.2.1. Provide an aircraft capabilities briefing to candidates.

4.4.2.2. Provide aircrew counterparts for each Commando Look class. The aircrew counterparts are staff sergeants or above and should be experienced crewmembers qualified in the candidates' desired crew positions. The counterparts will "sponsor" the class and should expect to spend a large portion of the week with the candidates. The aircrew counterparts have the greatest opportunity to observe candidate attitude, military bearing, punctuality, etc. The aircrew counterparts sit on the selection board as voting members.

4.4.2.3. Schedule candidates for orientation flights. This also includes scheduling egress training. Coordinate with HQ AFSOC/DOTP when scheduling these events.

4.4.3. 19 SOS provides a Formal School Training Expectations briefing for candidates who, if selected, will be trained at Hurlburt Fld.

4.5. The 58 SOW, as stated in the AETC-AFSOC Memorandum of Agreement, provides a Formal School Training Expectations briefing for candidates who, if selected, will be trained by the 58 SOW.

4.6. Operational squadrons, possessing aircraft associated with the candidates' desired crew positions, provide a commander's representative to the program. The commander's representative is usually the Squadron CC or DO or other appointed individual from a leadership position in that squadron. The representative may be a senior NCO (e.g., Superintendent of Enlisted Aircrew) if all Commando Look candidates for the class are enlisted. The commander's representative interviews candidates and sits as a voting member on the selection board.

5. **Commando Look Selection Board.** The selection board considers the results of each candidate's physical fitness testing, swim testing (as applicable), and psychological testing; observed attitude and military bearing; and interviews the candidates. The selection board consists of voting and nonvoting members.

5.1. Voting Members:

5.1.1. Board President. The board president is the senior ranking voting member (may be the 58 SOW representative).

5.1.2. Operational Squadron Command Representatives. Normally, this is the Squadron CC, DO or other designated representative. This should be the same person who conducted the interview (paragraph 4.6.).

5.1.3. Aircrew Counterparts. These are experienced aircrew members, staff sergeant or above, qualified in the crew position for which the candidate is applying. The aircrew counterparts will be the same individuals who sponsored the Commando Look class meeting the selection board.

5.2. Nonvoting Members. Nonvoting board members participate in interviewing the candidates and in the discussions before the selection vote, but may not participate in the voting nor attempt to sway any voting member's opinion once the board president calls for a vote. The nonvoting members are:

5.2.1. The Commando Look Program Manager. The Program Manager briefs the board on expected duties and maintains continuity between the various boards conducted throughout the year.

5.2.2. The Commando Look NCOIC. The NCOIC briefs the selection board on each candidate's physical fitness testing and swim testing results, background information, and observed behavior, attitude, and military bearing. The Commando Look NCOIC also serves as the selection board recorder.

5.2.3. The Psychologist. The psychologist briefs the board about the candidate's psychological profile, including learning potential and ability to operate under stress.

5.3. Selection. Candidates receiving a simple majority of "select" votes are selectees. Candidates receiving a majority of "don't select" votes are nonselectees. Ties in the voting process are resolved by the board president.

5.4. Notification. After all candidates have met the selection board, the board president dismisses all members. Candidates will be briefed on their status by HQ AFSOC/DOTP.

6. **Actions After the Selection Board:**

6.1. The Commando Look Program Manager and NCOIC inform the candidates on their status: selectee or nonselectee.

6.1.1. HQ AFSOC/DOTP forwards names of selected candidates to HQ AFSOC/DP and the aircrew functional manager for assignment of training quotas.

6.1.1.1. HQ AFSOC/DP will advise HQ AFPC assignment OPR of selected candidates and coordinate assignment actions as required.

6.1.2. Nonselectees are told the reason for nonselection and may reapply to the Commando Look Program at any time. However, nonselectees are not guaranteed an invitation to attend subsequent classes when they reapply. HQ AFSOC/DOTP, HQ AFSOC/DP, and HQ AFSOC/DOV (aircrew functional managers) will carefully screen resubmittal packages to determine if deficiencies (reasons for nonselection) were remedied.

6.1.3. Selectee special duty application packages are used to process and schedule the candidate for training quotas. Nonselectee special duty application packages will be destroyed or returned to the nonselectee.

6.2.HQ AFSOC/DOTP will maintain results of each Commando Look class/selection board for a minimum of 3 years.

7. **Travel Procedures and Expenses.** Travel costs and per diem for geographically separated participants in the Commando Look Program (e.g., candidates, 58 SOW representative, psychological testing augmentation, operational squadron command representative) are paid from the Commando Look budget. Participants process their own TDY orders and make their own travel arrangements. They will coordinate with HQ AFSOC/DOTP for an appropriate fund cite. Failure to coordinate for a fund cite will result in travel costs being paid by the participant's unit.

8. **Critique Program.** Feedback is necessary to maintain high standards in any program. All candidates (both selectees and nonselectees) will complete a critique prior to being released from the class. HQ AFSOC/DOTP will poll participants in the program for ways to improve Commando Look.

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